

GRAND LODGE OFFICE

212-281-2211  
212-231-2288

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R. W. . Thomas F. Jessamy, 33°  
Deputy Grand Master  
R. W. . Wilburn E. Galtier, 33°  
Senior Grand Warden  
R. W. . Daniel W. Simmons, 33°  
Junior Grand Warden  
R. W. . Joseph B. Christien, 33°  
Grand Treasurer  
R. W. . Isaac M. Field, 33°  
Grand Secretary

Most Worshipful Prince Hall Grand Lodge

Most Ancient and Honorable Fraternity

Free and Accepted Masons  
of the

State of New York

454 West 155th Street · New York, N.Y. 10032

GRAND TRUSTEES OFFICE  
212-366-8080

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Grand Trustee  
R. W. . Walter W. Furr, 33°  
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R. W. . Elbert T. Bailey, 33°  
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R. W. . Nathaniel Reynolds, 32°  
Grand Trustee  
R. W. . Samuel R. Toomer, 32°  
Grand Trustee  
R. W. . John P. Jones, 32°  
R. W. . Eddie L. Barham, 32°  
R. W. . William O. Smith, 32°

January 29, 1996

Mr. Doug Durand  
Vice President of Sales  
TAP Pharmaceuticals, Inc.  
Bannockburn Lake Office Plaza  
2355 Naukegan Road  
Deerfield, Illinois 60015

Dear Mr. Durand:

I am writing to you regarding one of your sales representatives, Traci L. Jackson from New York City. This past weekend I hosted the 24th Anniversary of the Prince Hall Masons Mid-Year Assembly in Rye, New York. The New York State Masons are one of the largest chapters of the National Prince Hall organizations which consists of more than 500,000 African American members with chapters in 44 states and 14 foreign countries including the Eastern Caribbean, Canada, Germany, France and England. During our conference this weekend, Traci Jackson spoke to our organization on the high incidence of Prostate Cancer in the African-American population and stressed the importance of annual Prostate screenings in our communities. She arranged for a team of outstanding urologists and medical technicians to volunteer their time and provide free screenings for all male members over the age of 40. For the second straight year she arranged for this service to be available to us all day on Saturday.

The dedication that Traci showed to the Prince Hall Masons should be commended. In addition, we applaud TAP Pharmaceuticals for giving her the tools to reach out to our community. She has already committed to doing the program again next January. We are excited about continuing a relationship with both her and your company and we look forward to the possibility of expanding the program on an even larger scale.

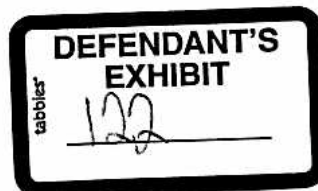
Regards

*Fred D. Parris*

Fred D. Parris,  
Grand Master, State of New York

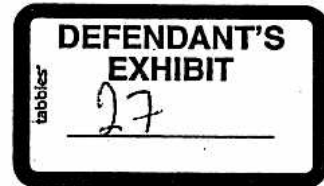
Mr. Eric Otterbein, National Sales Director  
TAP Pharmaceuticals  
3 Hawthorn Parkway #370  
Vernon Hills, Illinois 60061

TAP 7008399



Term. 3/11/96  
Durand, Douglas

TAP 7002420



## TAP Pharmaceuticals Inc. Performance Review

SSN: 037-34-8611

Name: Doug Durand

Grade: 24 Level:

Title: Vice President-Sales

Div/Ledger/Dept: TAP/ TTPH/

Rating: U

Review Date: 12/31/94

Submit Date: 07/07/95

### Goal Performance:

Achieved all key goals including \$265,000,000 Lupron 7.5 mg which is \$9,000,000 above the plan. Also exceeded June sales goals for Lupron during the critical transition period of sales force realignment and Pevacid. Recruited, hired, and trained 152 sales reps in a timely fashion.

### Factors Enhancing Performance:


Excellent knowledge and experience in pharmaceutical sales and marketing. Excellent skills in both verbal and written communication. Very sensitive to other people's concern and willing to listen to different opinions, therefore, makes people feel comfortable expressing their opinion freely.

### Areas For Improvement:

Need to participate in cross functional meetings more actively to represent sales organization and share his experience and wisdom with other people. Need to tell / discuss conflicting issues with appropriate people without delay.

### Action Plan:

Work closely with president for better conflict management. Have breakfast meeting with President and other two VP's once a month to enhance communication.



Employee Signature and Date



Reviewing Manager



Reviewing Manager's Manager

TAP 7002421

# **TAP Pharmaceuticals Inc. Performance Review**

SSN: 037-34-8611

Name: Douglas Durand

Grade: 24    Level: 2

Title: VP Sales

Div/Ledger/Dept: TAP/ TTPH/ OT37

Rating: U

Review Date: 12/31/94

Submit Date: 2/20/95

## **Goal Performance:**

q

## **Factors Enhancing Performance:**

q

## **Areas For Improvement:**

q

## **Action Plan:**

q

 3/6/95

Employee Signature and Date

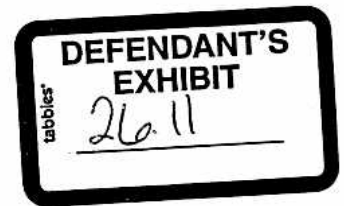
Reviewing Manager

Reviewing Manager's Manager

TAP 7002422



**TAP PHARMACEUTICALS INC.**



Denise M. Kitchen  
Director of Human Resources

Bannockburn Lake Office Plaza  
2355 Waukegan Road  
Deerfield, IL 60015

December 22, 1994

Mr. Doug Durand  
10499 Allante Court  
Gibsonia, PA 15044-7462

Dear Mr. Durand:

TAP Pharmaceuticals Inc. is pleased to confirm our offer of employment to you as follows:

1. Position of Vice President, Sales
2. Reporting to Yasu Hasegawa, President
3. Compensation:

Your base salary will be at a monthly rate of \$11666.67. Future salary increases will be based on merit according to your overall performance and in line with TAP's salary administration program.

You will receive a stock option covering 2,400 share of Abbott common stock, to be effective on the date you report to TAP. This option will be exercisable, one third after one year, two thirds after two years and 100% after three years. This stock option will be governed by the terms of the Abbott Laboratories 1991 Incentive Stock Program and the standard form stock option grant letter used by Abbott.

In this position, you will participate in TAP's Incentive Plan for the fiscal year 1995. Your participation target will be 26% of pay dependent upon your accomplishment of specific goals to be agreed upon and the performance of the Company.

In addition, you will receive a sign on bonus of \$30,000 to be effective on the date you report to TAP.

**TAP 7002482**



4 Benefits:

Highlights of the TAP benefit programs are attached. The programs will be available to you according to the rules governing each. We are also providing relocation assistance to you as specified in the attached policy.

5. Miscellaneous.

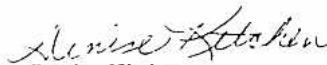
This offer is contingent upon completion of our standard employment application, completion of an employment eligibility verification (Form I-9), your signing of TAP's standard Employee Agreement, a copy of which is enclosed, passing our standard drug test and, a confirmation of your educational credentials.

In addition, we need assurance from you that you are free of any contractual obligations from your current employer that will impede your contribution to TAP; your signature below will confirm this.

By signing this letter in the space below, you acknowledge that you have received and read this letter and the enclosures hereto, and you further acknowledge your acceptance of the terms set forth herein and in the enclosures. If the terms are acceptable to you, please sign and return this letter to me. Please note that this letter is not intended and will not be deemed to create a contractual relationship between you and TAP, Abbott or Takeda nor restrict the ability of either party to terminate the employment relationship at any time.

Mr Durand, I believe we can provide you with a challenging opportunity and that you, in turn, will make significant contributions to the success of TAP. If you have any questions, please voicecom me at 1-800-933-5589 and punch in my telephone number of 317-5714

Sincerely,

  
Denise Kitchen  
Director Human Resources  
(708) 317-5714

cc Yasu Hasegawa

Enclosures

Accepted by: 

TAP 7002483

CORPORATE HUMAN RESOURCES

CONFIDENTIAL  
Job Offer/Rehire Worksheet

FAVED TO  
YASU -  
12/22/94

Position: Vice President Sales TAP Manager: Yasu Hasegawa  
Candidate: Doug Durand Charge Account/Dept: TPH 0T36  
Address: 10499 Allante Ct. Social Security #: \_\_\_\_\_  
Gibsonia, PA Phone: \_\_\_\_\_

Rehire: Yes ☒ No

Compensation

| <u>Current</u>             | <u>Proposed</u>                                      |
|----------------------------|--|
| Grade: <u>N/A</u>          | Grade: <u>24</u>                                     |
| (if Internal)              |  |
| Salary: <u>120,000</u>     | Salary: <u>140,000</u>                               |
| Bonus: <u>45,000</u>       | DIP: <u>26%</u>                                      |
| Stock: <u>1800 options</u> | *Stock Option: <u>1200</u> <u>2400</u> <u>Temp</u>   |
| Other: <u>Company car</u>  | Other: _____   |
|                            | (*to be granted on effective date of hire/promotion) |

Manager/Peer Comparisons

| <u>Name</u>                      | <u>Grade</u> | <u>Salary</u>    | <u>DIP</u> | <u>Stock Option</u> |
|----------------------------------|--------------|------------------|------------|---------------------|
| Manager:<br><u>Yasu Hasegawa</u> | <u>48</u>    | <u>\$230,000</u> | _____      | _____               |
| Peers:                           |              |                  |            |                     |
| <u>Donald Patton</u>             | <u>24</u>    | <u>\$133,100</u> | <u>26%</u> | <u>6,399*</u>       |
| <u>Dr. John Seely</u>            | <u>24</u>    | <u>\$148,000</u> | <u>26%</u> | <u>5,340*</u>       |

(\*based on annualized shares from 4/94 stock option grant guide chart)

Approvals:

Y. Hasegawa, President

R.N. Beck, VP Human Resources

G.L. Burnham, CEO

D.M. Kitchen, Director, Human Resources

J.R. Hodgson, President

TAP 7002484